



# CONNECTIONS

*Linking EEO, Diversity and Science*

Volume 1, Issue 22

EEO/Diversity Newsletter for NOAA Research

September 2013

## Hispanics: Serving and Leading Our Nation with Pride and Honor

September 15 to October 15 is National Hispanic Heritage Month and the 2013 theme is *Hispanics: Serving and Leading Our Nation with Pride and Honor*. In this issue, we highlight Jennifer Calderon-Diaz and Holly Rosales, both Administrative Management Specialists, supporting the science mission at OAR. They also participated in the Student Career Experience Program (SCEP), which has now been replaced by the Pathways-Internship program.

### Jennifer Calderon-Diaz, AOML's Hurricane Research Division (HRD)

After three and a half years of attending night and weekend classes, Jennifer earned her B.S. Degree in Business Administration from Barry University's School for Adult and Continuing Education. For Jennifer, the incentive was fulfilling her goal of working for AOML's HRD as an Administrative Management Specialist.

Jennifer's native country is Ecuador. "My family immigrated to the great 'city that never sleeps', New York City, when I was 5 years old. I moved to the Sunshine state of 'Florida' when I was 15 years old. By the end of my freshman year, I landed my first job working for a local community pharmacy and have never stopped working since," said Jennifer. After graduating from American Senior High School in Miami, she knew she wanted to become a naturalized citizen. She accomplished that goal and said it was one of the most proudest moments of her life to be sworn-in in front of family and friends, alongside 200 hundred other people.

Before working for NOAA, Jennifer worked in three different types of industries and was seeking new challenges when she came across a newspaper advertisement for a full-time data-entry clerk working for a government office. After a brief interview over the phone she was informed that she would be interviewed in Key Biscayne. Her interview was at AOML and they were in need of a full-time receptionist. "I interviewed for the job and was told that they felt I was over qualified and asked why I would be interested in working as a receptionist. I



Jennifer with Dr. Frank Marks and Howie Friedman at her graduation ceremony.

was honest; I was intrigued with the mystery of my phone interview and the government location," said Jennifer. In the meantime, Jennifer did her research on NOAA and knew that working at AOML would be a positive career move. She said she received a call-back for a second interview and was offered the position as a contract employee.

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## Special Emphasis Month-Hispanic Heritage Month

*from page 1: Jennifer Calderon-Diaz*

Jennifer started out as AOML's receptionist and a year later worked for the Office of Director's Budget Department. Four years later, she was presented with the opportunity to work for HRD due to her work ethic and merits. However, she was still a contractor. "Upon working with scientists, mentors and great leaders like my supervisor, I decided to further my career with the Federal government by going back to school to obtain a degree in finance. The thought of going back to school, after being away from it for so many years, terrified me. I have encountered many challenges throughout my life and going back to school was no different, but I made the leap and embraced it. Working full-time and being a full-time care giver was not easy but in the end, I had the honor of receiving my degree and knowing all the hard work was well worth it." She explained that her ultimate motivation is to be an example to her daughter and show her that with an education, there are not any limits of what you can accomplish. "I always tell her if you dream it-you can achieve it. Don't ever let anyone tell you, you can't" said Jennifer.

To Jennifer the SCEP program was her educational gateway and opportunity to work for HRD. She would advise anyone that wants to work for the Federal Government to look into programs such as Pathways. Jennifer said that Ruth Almonte, Budget Analyst, helped her navigate through the SCEP program and for that she is a woman that she admires and strives to emulate.

AOML is a very important organization to Jennifer and she considers her mentors to be Dr. Frank Marks and Dr. Howie Friedman. She admires their leadership and contributions to AOML and NOAA. She enjoys her work because there is never a dull moment, especially during hurricane season and she knows she is supporting AOML's mission. When asked what NOAA/Federal Government can do to engage more women and minorities in careers at NOAA, Jennifer said she would encourage more career fairs; offer more employment opportunities; job programs for women, especially for single mothers so that they can return to school while working; and gear employment and recruitment fairs towards the Hispanic community.

Outside of NOAA, Jennifer's hobbies include photography and cooking. But most important, it is spending time with her family, as she explained, "I love and value my family time with my husband and daughter. We are all consumed with busy schedules and it is easy to get side-tracked with life's demanding issues but family should always be the

priority. Whether it is staying-in at home for movie night or going to the park to walk and exercise, spending time with my family is always my number one priority."

### Holly Rosales, ESRL

Holly is an Administrative Management Specialist for the ESRL Office of Director in Boulder, CO. She started her career in private industry but knew that she wanted to be a part of public service. As she explained, "At the time I decided to return to school to complete my Bachelor's Degree, I was also compelled to seek a career in the Federal Government because I believe it is a great honor to serve our nation." She said she pursued employment at NOAA because of its mission to protect life and the nation's natural resources.



Holly Rosales at the David Skaggs Research Center.

Holly has deep roots in Colorado. "I grew up in Lafayette, CO and I am the fourth generation from Colorado, so you can say that I am a deep rooted Colorado Native. My great grandfather was born in Zacatecas, Mexico and moved to Aguilar, CO in the late 1800s. During the great depression, the family moved north to find work in the coal mines around the Lafayette and Louisville, CO area and most of us still live in the area." Holly said that as a youth she played several sports competitively including softball, basketball, and soccer and would travel across the country to compete. "I believe playing sports had a great impact in my life by teaching me the skills needed to work with others in fostering cohesive and collaborative environments."

*(See page 3)*

## Special Emphasis Month - Hispanic Heritage Month

*from page 2: Holly Rosales*

In 2002, Holly received her A.A.S. Degree in Travel and Tourism Management and started her career in the Travel Industry. In 2007 she chose a different career path and started working for an Organizational Development Research and Consulting firm. After a few years she decided to go back to school and obtain a Bachelor's Degree in Business. In 2012, she completed her B.S. Degree in Business with a concentration on Management from the University of Phoenix, Colorado while working full-time at ESRL through the SCEP program.

Holly said that working at NOAA through the SCEP program was a valuable benefit to her both academically and professionally. "Academically, I was able to apply the concepts that I learned at work to my class assignments and it gave me a better understanding of the material. Professionally, I shared the concepts and ideas I learned at the university with my working group." Holly said she would promote the program to other students because it allows students the opportunity to learn, grow, and develop in his or her area of study as well as establish the base knowledge in working for the government. She explained that in the past year with NOAA, she gained the knowledge about many laws and policies that guide the work environment. Holly also believes that programs such as SCEP can be used to diversify, develop, and grow a stronger workforce for the success of the organization.

Holly said she enjoys her work at ESRL due to the variety of work assignments. "I have not had one boring day. I also enjoy learning about the science at NOAA such as the UAS program which is responsible for sending Unmanned Aircraft into Hurricanes for measurements to better predict these types of storms. It has been challenging and rewarding and I look forward to my continued work with NOAA."

Holly's hobbies include outdoor activities such as hiking, biking, skiing, and taking her dog for walks. She also plays on a co-ed softball team with family and friends. She said she also enjoys traveling whenever she gets the opportunity.

***NOTE: Jennifer and Holly were part of the SCEP program, which has been replaced by the Internship program under the Pathways for Students and Recent Graduates to Federal Careers Program. You can learn more about Pathways at: <https://www.usajobs.gov/studentsandgrads/>.***

### **Hispanic Association of Colleges and Universities (HACU)/National Internship Program (HNIP)**

The HACU HNIP is the nation's largest Hispanic college internship program and was developed to address the persistent under-representation of Hispanics in the federal workforce and private sector. Its membership includes 289 Hispanic Serving Institutions (HSIs) in the U.S. and Puerto Rico.

The HACU HNIP has had more than 10,000 participants since its inception in 1992. The program provides college and graduate students the opportunity to gain professional development opportunities with the Federal Government and corporations. Students intern at federal and corporate sites for a duration of ten or fifteen weeks and receive a stipend. The Dept. of Commerce has participated in the program.

For more information on HACU HNIP visit website at: <http://www.hacu.net/hacu/HNIP.asp>

### **National Hispanic Organizations – Science Focused**

**Great Minds in STEM** - Great Minds in STEM™ is the gateway for Hispanics in Science, Technology, Engineering and Mathematics (STEM). It provides resources for recognition and recruitment of Hispanics in STEM on a national level, connecting multi-areas of engineering and science arenas to the general population.

**MAES Latinos in Science and Engineering** - Promotes, cultivates, and honors excellence in education and leadership among Latino engineers and scientists.

**SACNAS Devoted to Advancing Hispanics, Chicanos and Native Americans in Science** - SACNAS is a society of scientists dedicated to fostering the success of Hispanic/Chicano and Native American scientists—from college students to professionals—to attain advanced degrees, careers, and positions of leadership in science.

**Society of Hispanic Professional Engineers (SHPE)** - SHPE changes lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support and development.

**CLACE - Latin American Center for the Arts, Science & Education** - CLACE aims to help STEM and environmental agencies expand and enhance efforts to best develop, market, and deliver scientifically and pedagogically sound cultural relevant education programs and strategies to meet the needs and demands of national and international Latino students and communities.



### Interns at GFDL support Climate-Science Mission, Community Diversity Efforts

by Marian Westley

This summer, GFDL hosted 10 interns, ranging from a high school senior to graduate students well on their way to their Ph.D. degrees. Each intern conducted research relevant to GFDL's climate-science mission, and most presented their findings at GFDL and at their home institutions.

Keren Rosado and Fernanda Ramos-Garces came to GFDL from the NOAA Center for Atmospheric Sciences (NCAS).



GFDL interns at lunch.

Rosado, a Ph.D. student in Atmospheric Science at Howard University, spent the summer testing and improving GFDL's hurricane tracking software. Ramos-Garces, an undergraduate at the University of Puerto Rico and Mayagüez, spent the summer researching the impact of greenhouse gases on atmospheric chemistry using GFDL's state-of-the-art chemistry-climate model. NCAS Director and Howard University professor Vernon Morris visited GFDL in July as an invited speaker, and several scientists at GFDL are exploring long-term research collaborations with NCAS members. Rosado and Ramos-Garces will present their work at next year's meeting of the American Meteorological Society. Ramos-Garces stated that "This experience has been a major step towards my goal of pursuing graduate studies in the Atmospheric Sciences."

Chen Chen and Jinting Zhang were sponsored by GFDL and recruited through the Mentoring Physical Oceanography Women to Increase Retention (MPOWIR) program. Chen

examined the predictability of cold-tongue and warm-pool El Niño events, using GFDL's CM2.1 coupled climate model and had this to say about her experience: "I'm glad to be in GFDL through the MPOWIR program. It is really encouraging for women majoring in physical oceanography." Zhang conducted research into the Atlantic Meridional Overturning Circulation, also using GFDL's CM2.1. Says Zhang, "[M]y supervisor in GFDL [Rong Zhang] is an expert in this area. I learned a lot from her."

Michelle Frazier, Colin Raymond, and Keith Maki were Hollings Scholars, undergraduates in a competitive program sponsored by NOAA that aims to increase undergraduate training in oceanic and atmospheric science, research, technology, and education. "The Hollings Program is really a win-win," says 2010 Hollings Scholar Spencer Hill, now a graduate student at Princeton University in the GFDL-affiliated Atmosphere and Ocean Sciences (AOS) Program. "It's a great financial package for the student and GFDL gets some research out of the deal." Hill's 2010 internship led to a publication in the journal *Geophysical Research Letters*. GFDL has hosted Hollings Scholars since 2006, and four current or recent AOS graduate students are former Hollings Scholars. This summer's interns worked on the early Pliocene warm period (Frazer), changes in extreme precipitation under two climate change scenarios (Raymond), and strategies for improving the efficiency of GFDL's AM3 atmospheric chemistry-climate model (Maki).

The Princeton Environmental Institute (PEI) provides summer internship opportunities for Princeton University undergraduates in a variety of disciplines. PEI intern Priscilla Chan worked with GFDL's Paul Ginoux and Elena Shevliakova from the Cooperative Institute for Climate Sciences (CICS) on determining the environmental factors that correlate with outbreaks of meningitis in Burkina Faso. Ethan Campbell worked with CICS Director Jorge Sarmiento on designing ocean carbon observation networks. He worked closely with AOS graduate student Joe Majkut, using output from GFDL's high-resolution CM2.6 model. Campbell is a second-year undergraduate, and says he looks forward to continuing this project in the years ahead.

### *GFDL Interns (Continued from page 4)*

As well as supporting several formal internship programs, GFDL also hosts interns on an informal basis if a student's interests align with those of a GFDL scientist and desk space is available. Lei Yin, a Ph.D. student in Geosciences at The University of Texas at Austin, spent the summer studying the dry bias over tropical South America in GFDL climate models. Specifically, he explored the impact of changing horizontal resolutions in atmosphere-only versions of the models. Over the summer, Yin gave several presentations to research groups in GFDL. He plans to continue collaboration with GFDL scientists after his return to Texas. Finally, Jane Shmushkis spent one month researching the physiology of heat stress. She presented her findings to GFDL's Climate Impacts and Extremes Group. Her internship was a requirement for graduation from New Jersey's Biotechnology High School. Shmushkis will be attending the University of Pennsylvania this fall.

"We have had a productive time as our guests have interacted with scientists at the Lab, resulting in scientific learning and substantive outcomes," says GFDL Director V. Ramaswamy. "We wish each and every one of our summer interns the very best in their future endeavors and look forward to their continued links with GFDL and the lab's science."

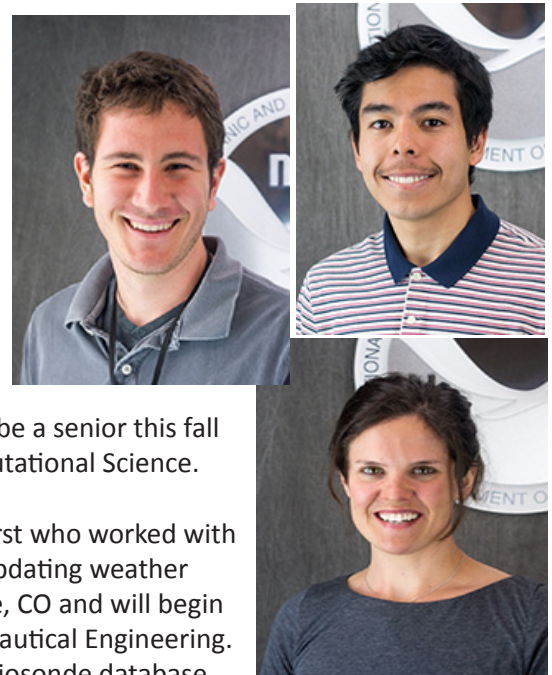
### **Student Interns Gain Valuable Science Experience from ESRL/GSD Mentors**

GSD hosted eight student interns from various programs. The GSD Assimilation and Modeling Branch hosted Alessandra Balzarini, who worked with Georg Grell and Steve Peckham on improving the handling of anthropogenic emissions in WRF-Chem. Alessandra is currently a Ph.D. student in Environmental Science at the University of Milano-Bicocca in Milan, Italy. She also works at R.S.E. (Ricerca sul Sistema Energetico), a research center in Milan. Joachim Fallmann also worked with Georg and Steve on WRF-Chem applications in urban areas. Joachim is currently a Ph.D. student in Atmospheric Science at the Institute for Meteorology and Climate Research IMK-IFU in Garmisch-Partenkirchen, Germany. Nicolas Lopez, a Hollings Scholar, worked on javascripts to update AMB web pages, as well as investigations in tropical cyclogenesis and global-scale modeling. Nicolas will be a senior this fall at Florida State University in Tallahassee majoring in Meteorology and Computational Science.

GSD's Aviation, Computing, and Evaluation (ACE) Branch hosted Matthew Hurst who worked with ACE's Advanced Computing Section with Mark Govett and Paul Madden on updating weather modeling codes. Matthew graduated from Centaurus High School in Lafayette, CO and will begin his freshman year at the University of Colorado at Boulder, majoring in Aeronautical Engineering. Mason McNutt also worked with Mark on organizing and maintaining the radiosonde database. Mason is majoring in Engineering Physics at the University of Colorado at Boulder.

GSD's Information Systems Branch (ISB) hosted Jason Santilli, a CIRA student, and Daniel Velasco, a CIRES summer hire. Jason worked with Tom LeFebvre on software development for the Forecaster Decision Support Environment (FDSE) Project. He is majoring in Computer Science at the Colorado School of Mines in Golden. Daniel worked with the MADIS Program on the Citizen Weather Observer Program (CWOP) adding, documenting, and verifying new users to CWOP and correct ingest into MADIS. He also worked as part of a team developing CWOP user automation code to help reduce overhead maintaining CWOP. Daniel is currently attending Colorado Mountain College in Glenwood Springs, CO where he is studying computer graphics.

Eryka Thorley joined GSD's Technology Outreach Branch/Science On a Sphere® Program. She worked on SOS scripts for climate change and health. Eryka is a graduate of Montana State University in Bozeman with a BA Degree in Anthropology and minor in Spanish. She is currently working on her Master of Arts Degree in Medical Anthropology at the University of Colorado at Denver.



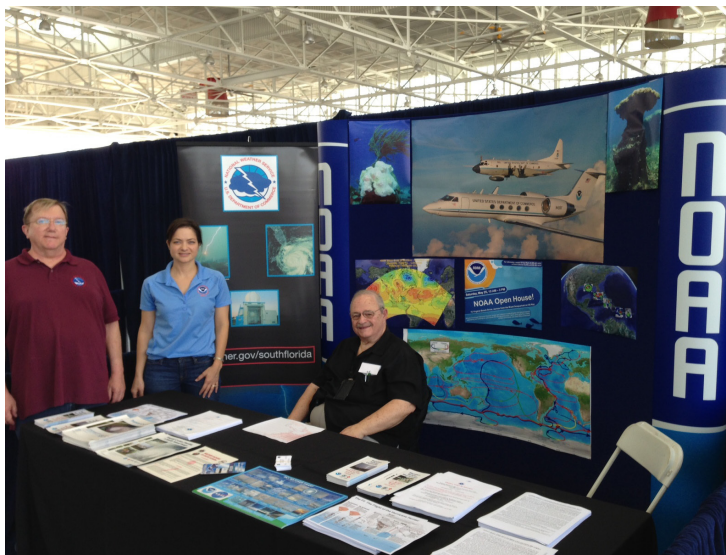
Three of the eight GSD interns: Nicolas Lopez, Daniel Velasco and Eryka Thorley.



## EEO/Diversity Across OAR

### AOML

Howie Friedman and Erica Rule participated in the South Florida Aviation Fly-In and Educational Expo (SAFE Flight) in Opa Locka, FL, May 3 & 4. AOML co-hosted a NOAA booth with the National Weather Service Miami Forecast Office and the Miami Center Weather Service Unit. The event drew aviation enthusiasts as well as thousands of local school children who also toured the U. S. Coast Guard Air Station at Opa Locka Airport (Miami).



Kim Brabander (Miami Weather Forecast Office), Erica Rule (AOML Communications and Outreach), & HRD Deputy Director Howie Friedman at the NOAA booth.

### ARL

On July 11th, ATTD hosted students participating in the Oak Ridge Associated Universities (ORAU) Summer Academy on Climate for Middle School Students. This is an annual event at ATDD. It involves visits from two different groups of participants about a week apart. Participants have designed and built model wind turbines based on a commercially available turbine hub consisting of a small generator, some gearing, and a hub clamp to hold up to six dowels to which the blades are attached. ATTD's role is to test them in the out draft of our wind tunnel. We can generate a known and repeatable wind speed allowing the students to compare the performance of their different designs. Usually a number of them fly apart in the tests, so we have a cage of webbing to catch flying blades, and everyone must wear eye protection. Each student (from outside the cage) reads and records the voltage drop generated by his/her own wind turbine across a known resistance as a function of the wind-

tunnel's speed setting. This voltage is proportional to the square root of the electric power generated. The one generating the most power wins. ATDD participants said it is always a lot of fun and an opportunity to learn about electricity and blade design. The Oak Ridge Science Academy is a research-based, hands-on learning experience for middle school students focusing on climate, global warming and energy. You can visit their website at: <http://www.ornl.gov/center-for-science-education/events/science-academy/arc-ornl-ornl-science-academy/default.htm>.

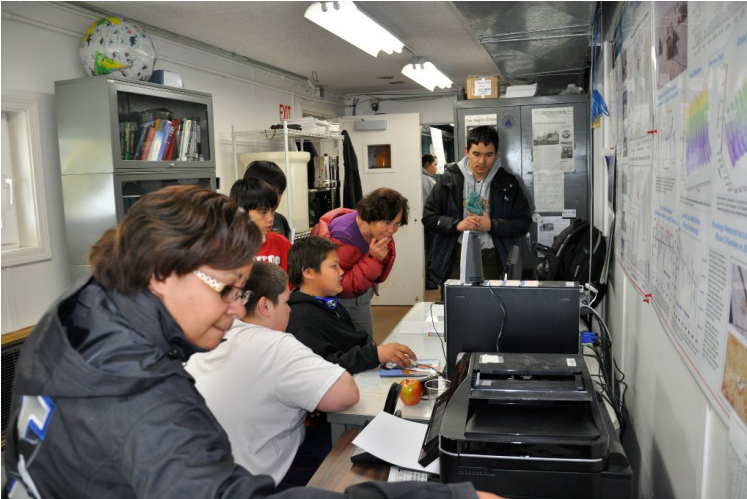
### ESRL/PSD

Amy Solomon and Gijs De Boer each completed an outreach trip to Barrow, AK. These trips were supported through an NSF Grant and included presentations to numerous Alaska native people in the Barrow region. Gijs gave an outreach presentation on "Clouds and Climate" to the first grade classroom at Ipalook Elementary School. He gave three outreach presentations at Barrow High School titled "Aerosols, Clouds, and Climate." At a Saturday Schoolyard public seminar for Barrow residents he presented "Understanding Interactions between Aerosols and Arctic Clouds."

Amy provided scientific expertise and assistance as a volunteer at the STEM camp in June. The camp was organized by the Iñisagvik Tribal College in Barrow, AK. This camp was held at the NOAA Observatory in Barrow, AK. She worked with native middle school kids primarily from the villages near Barrow to understand the science that is being conducted at the Observatory and the



Gijs De Boer visit with Ipalook Elementary School.



Amy Solomon at NOAA and DOE Arm Facilities with students participating in STEM camp.

Washington Internship Program hosted by the University of Mississippi. The objective of this program is to give undergraduate and graduate students the opportunity to combine work and study in our Nation's capital. Ms. Wilson worked under the authority of Deputy Director, Dr. Nikola Garber. Her job responsibilities included the following activities: Analyzing PI list for the Sea Grant Database, consolidating duplicate names and editing the appropriate systems; prepping information (extension agents) for the Sea Grant address book; updating the Database manual and formatting complete agenda for FO Meeting; analyzing Twitter and Facebook information; Ocean Policy-tracking people to report on Ocean Policy Milestones (1-2 hr/wk); and other items to be determined during time in office; such as briefings, Capitol Hill Ocean Week (CHOW), smaller helpful assignments and networking opportunities.

importance for this work in understanding climate change. Her Saturday Schoolyard talk for Barrow residents was, "The Role of Arctic Stratocumulus Clouds in Climate." Amy gave an abbreviated version of this talk to the kids at the STEM camp. The web page for the college is: [www.ilisagvik.edu](http://www.ilisagvik.edu).

### GLERL

GLERL hosted the 2013 Summer Fellow program. The program exposes students to a broad range of fields and provides an exciting opportunity for students to conduct research in the Great Lakes region under the mentorship of a researcher or working professional. This year the lab hosted nine fellows working at the laboratory for twelve weeks. The students represented the following universities: University of Michigan, University of Michigan-Dearborn, SUNY- Syracuse, University of Illinois, Oberlin College and Valparaiso University.

In addition to the Summer Fellows program, GLERL hosted two students in the Future Public Health Leaders program, which was sponsored by a joint program between the University of Michigan and the Centers for Disease Control. The students in this program represented the University of Washington and Michigan State University. Their work involved sampling and analyzing water from Lake St. Clair looking for E. coli and planning community meetings to discuss their findings. This was an eight week program.

### National Sea Grant College Program (NSGP)

Amber Wilson, an undergraduate from the University of Mississippi, served as an intern at the NSGP for two months this summer. Ms. Wilson was part of the 2013

### NSSL

Bob Rabin presented learning activities at the American Indian Math and Science Society's Summer Institute in Norman, OK in June. The Institute is sponsored by the Native American Studies Department at the University of Oklahoma and serves Native American students in grades 6-12. This year's Institute addressed Climate Change and Tribal Sustainability. His activities focused on short/long-term climate changes in the arctic and possible effects on sustainability on the Inuit lifestyle and culture. Activities were designed to give the students an opportunity to learn about remote observations, such as satellites, and how they are used in monitoring changes in ice/snow cover, atmospheric temperature.

### PMEL

Nina Bednarsek, Cynthia Peacock, and Simone Alin, led a workshop for middle school girls at the annual Expand Your Horizons conference. The presentations consisted of three one-hour workshops with about 15 girls each, focusing on ocean acidification and its impacts on ocean ecosystems with hands-on activities and discussion. The conference announcement states, "Our mission is to encourage young women to pursue science, technology, engineering, and mathematics (STEM) careers. Our ultimate goal is to motivate girls to become innovative and creative thinkers ready to meet 21st century challenges." The PMEL employees have participated in this conference for the last four years (2009-2013), and they plan to continue in the coming years.



## NOAA Research EEO/Diversity Program Office

### CONNECTIONS NEWSLETTER

**Connections** is published quarterly by the OAR EEO Office. The purpose is to share accomplishments and to link Diversity, EEO and Science within all of OAR laboratories and programs.

If you have any newsletter ideas, suggestions and stories, please email to Georgia Madrid  
[georgia.madrid@noaa.gov](mailto:georgia.madrid@noaa.gov).

### ABOUT US

**VISION OF EEO OFFICE:** To assist the Agency in creating a diverse workforce that is inclusive and free of discriminatory and retaliatory actions.

**EEO MISSION:** To bring awareness to employees, applicants for employment and management about EEO through the following:

**Empowerment:** Consultation services to employees, managers and applicants for employment.

**Exposure:** Recruitment and outreach activities for short and long-term recruitment.

**Education:** Federal EEO Mandated training, Special Emphasis programs and *Connections* newsletter.

**Evaluation:** Monitor employment statistics to prepare reports for NOAA, DOC, EEOC and OPM.

**Website:**

[www.eeo.oar.noaa.gov](http://www.eeo.oar.noaa.gov)

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### KNOW YOUR RIGHTS

#### EEO COUNSELING:

Federal law prohibits discrimination because of race, color, religion, national origin, sex, age (40 years and over), physical or mental disability, genetic information, and retaliation for participating in activities protected by the civil rights statutes. In addition, NOAA prohibits discrimination because of sexual orientation.

Employees, NOAA Corps Officers, or applicants for employment with NOAA who believe that they have been discriminated or retaliated against may contact an EEO Counselor. The Counselor will attempt to resolve the matter and furnish information about filing a complaint of discrimination. To preserve your rights under the law, you must contact an EEO Counselor within 45 CALENDAR DAYS of the date of alleged discrimination.

To initiate EEO Counseling or for more information, contact:

**Civil Rights Office, NOAA**

**VOICE (301) 713-0500**

**TDD (301) 713-0982**

**1-800-452-6728**

**Website: [www.eeo.noaa.gov](http://www.eeo.noaa.gov)**

#### ALTERNATIVE DISPUTE RESOLUTION:

NOAA's Alternative Dispute Resolution (ADR) Program provides mediation and other services and seeks early resolution.

Website: [www.wfm.noaa.gov/adr/](http://www.wfm.noaa.gov/adr/)